Gender Equality at European Universities of Science and Technology

CESAER Gender Equality (GE) Survey 2013/2014

First preliminary results: May 2014

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Introducing the CESAER GE survey

• Survey launched on 11/01/2014
  – 3 questions for identification
  – 10 detailed questions
    • Organisational structure for GE
    • GE plan, implementation and monitoring
    • Initiatives and measures supporting GE
    • Barriers
    • Statistics: top management, academic staff, students, FP7
    • Examples of best practice, institutional change, next steps

• 51 CESAER member institutions
  – The first results are based on 46 responses
    (By 21 May 2014, 48 institutions replied)
Gender Equality Plan (GEP)

Results from 46 responses:
24 universities have GEP, 17 have no GEP, no info from 2 universities, at 3 universities GE is integral part of general university strategy

6 universities plan to develop a GEP
24 Universities with GE Plan
Analysis is in progress

AUSTRIA
• TU Wien

BELGIUM
• Ghent University
• KU Leuven

DENMARK
• Aalborg University

FINLAND
• Aalto University

GERMANY
• RWTH Aachen University
• TU Berlin
• TU Darmstadt
• TU Dresden
• TU Ilmenau
• Karlsruhe Institute of Technology
• Leibniz Universität Hannover
• TU Munich

HUNGARY
• Budapest University of Technology & Economics

ISRAEL
• Israel Institute of Technology

ITALY
• Politecnico di Torino

THE NETHERLANDS
• TU Delft

NORWAY
• Norwegian University of Science and Technology

SPAIN
• UP Catalunya

SWEDEN
• Chalmers University of Technology
• Lund University
• KTH

SWITZERLAND
• ETH Zürich
• EPFL
Organisation of GE at universities

- Other form of organisation
- No special department or unit dealing with "Gender Equality"
- One person dealing with the topic among other responsibilities
- One person is dealing with "Gender Equality" only
- "Gender Equity" is dealt among other issues
- A special organisational unit for "Gender Equality"
Organisation of GE at universities

- Special unit for GE: 33%
- One person dealing full-time with GE: 9%
- One person dealing part-time with GE: 2%
- No unit or person dealing with GE: 16%
- Other ways of supporting GE: 9%
- GE part of other responsibilities of a unit: 31%
Other measures for supporting GE

• Personal responsibility for GE:
  – Rector/President, Vice-Rector, Board of Governors
  – Gender commissioner
  – Administrative director
  – Deans and department heads

• Committees for GE and diversity
  – GE Committee for students, for academic staff
  – GE Steering Group chaired by President
  – Employee Representation Office, also for complaints
  – Ambassadors Network: GE

• Germany: DFG’s research-oriented standards of GE applied by all universities!
Implementing the GE Plan: Activities

1. Specific measures and/or programmes for attracting female students to engineering studies
2. Specific recruitment and promotion policies for female researchers
3. Measures, including quotas, to ensure a balanced composition of females and males in your organisation’s committees
4. Flexible career trajectory
5. Breaks, gender aware mobility conditions
6. Work-life-balance measures
7. Development of gender competence at your university
8. Networking opportunities for female researchers
9. Guidelines of best practices disseminated within your organisation
10. Other
Development of gender competence
19 universities reported specific activities

- **Institutional provisions**
  - University as equal opportunity employer
  - Equal pay for equal work

- **Training, mentoring, coaching**
  - Diversity training for students and staff
  - Leadership trainings
  - Assertiveness course
  - Mentoring programmes for young researchers
  - Coaching for female professors

- **Awareness building, supporting activities**
  - Interviews with women researchers published on uni web
  - Brainstorming and focus groups
  - Networking among female researchers

- **Appraisal, promotion, appointment**
  - Implementation of gender aspects in appraisal interviews
  - Advice for women faculty on promotion and tenure
  - Guidelines for appointment procedures
  - Dedicated tenure track positions

- **Gender aspects in research**
  - Integration of gender aspects in research projects

- **Women in leadership positions**
  - Bi-annual Women Rectors Conference
Assessing the GEP implementation
25 universities reported specific approaches

- Annual or bi-annual GE reports
  - Monitoring student and staff data, talent to the top
  - Female/male members in boards etc.
  - Wages, sick leaves, number of harassment
  - Measuring the leaking pipeline
  - Annual budget for GE actions
  - Annual gender balance
- Equal Opportunities Commission, working groups
- Dedicated staff for GE management and for monitoring
- Training for committee members, leaders, etc.
- Equal opportunities web, communication activities
- Gender equality surveys, interviews
- Defining indicators, KPIs, goals and numerical targets
- Internal evaluation of initiatives and programmes, external evaluation of general strategy implementation
University leadership

• 5 (out of 46) universities are led by female rectors, presidents or equivalent (10.9%)
  – Sabine Seidler, TU Wien
  – Anne De Paepe, Gent University
  – Tuula Teeri, Aalto University
  – Karin Markides, Chalmers University of Technology
  – Brigitte Plateau, Grenoble Institute of Technology

• Female Vice-rectors: 40 out of 154 (25.9%)
University leadership

% of women in leadership positions

Non-academic leadership positions:
Level 1: 30.77%
Level 2: 36.11%
Student data

% of female students

From entries to PhDs: about one third of female students

Availability of students data:
New entrants: 30 unis; Bachelor graduates: 31 unis;
Master graduates: 32 unis; PhDs: 33 unis
Academic staff

% of female academic staff

Decreasing percentages of women from postdoc to full professors
Students and Academic staff

%ages of women decreasing along career path

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>New entries</td>
<td>33.62%</td>
</tr>
<tr>
<td>BA grads</td>
<td>31.88%</td>
</tr>
<tr>
<td>MA grads</td>
<td>33.42%</td>
</tr>
<tr>
<td>PhD grads</td>
<td>32.31%</td>
</tr>
<tr>
<td>Other scientific staff</td>
<td>32.58%</td>
</tr>
<tr>
<td>Assistant Professors</td>
<td>30.88%</td>
</tr>
<tr>
<td>Associated professors</td>
<td>22.46%</td>
</tr>
<tr>
<td>Full Professors</td>
<td>16.06%</td>
</tr>
</tbody>
</table>
Diminishing %ages: from students to leaders

For vice-rectors: influence of GE policies
Gender in appointment committees

Different provisions by universities

- Requirement of gender diversity
  - At 27 out of 43 universities: 62.79%

- Rule for minimum number or rate of women
  - At 21 out of 43 universities: 48.84%
    - Minimum numbers of women in appointment committees:
      - At 6 universities: 2 women, at 1 university: 1 woman
    - Quota for women in appointment committees:
      - At 1 university 50%, at 8 universities 40%, at 5 uni’s 33.33%

- Gender expertise provided for appointment committees at 29 out of 43 universities: 70.73%
FP7 results
% of female grantees

Extremely low percentage of women in ERC grants!
Question: role and impact of EC Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation?
Examples of best practice 1
Dedicated programmes: some examples

• Attracting girls to engineering and technology
  – TU Wien: FiT Women into technology, TechNIKE
  – TU Budapest: Holky Pozor campaign, Girls’ Day

• Support for women in engineering & technology
  – TU Wien: WIT Women in Technology
  – Leibniz University Hannover: Caroline Herschel Programme
  – TU Darmstadt: Franziska Braun Award
  – TU Berlin: Female scientists to the top
  – TU Dresden: Eleonore-Trefftz guest professorship programme
  – TU Dresden: Marie-Reiche young female scientists programme
  – TU Munich: Liesel Beckmann Distinguished Professors
  – TU Delft: DEWIS Women in Science – Young Delft, DEWIS Award
  – TU Eindhoven: Talent to the Top
  – U Twente: UTWIST – tenure track positions for women only
  – TU Istanbul: Women studies Centre
Examples of best practice 2

Dedicated measures: some examples

Women in the institutional hierarchy and decision making bodies
• Women in top leadership
• Vice-rector for Gender and Diversity; general: ownership of gender issue by the leadership
• Gender equality in boards, committees
• Leading professor as trained GE vanguard in appointment committees
• Interviews of female role models on the university website or in the newsletter

Institutional policies, plans and strategies
• Gender equality plan, strategy, declaration – set feasible targets and monitor them
• 30% share of women in Excellence Initiative
• Law for men/women balance of 60%/40%
• Solidarity fund compensating for maternal leave, re-entry grants
• Special employment terms for graduate students and women faculty who give birth
• Flexible career trajectories
• Gender equality controlling, gender equality reporting
• Gender budgeting

Institutional structures
• Gender desk at Personnel Office
• Specific service centres for gender equality
• Kindergarten, babies nursery, family service

Measures supporting gender equality
• Trainings on gender and diversity – equal opportunities
• Mentoring programmes
• Work life balance, Reconcilability of work & family
• Measures against sexual harassment, protocol of action
• Non-discrimination language against women, non-sexist language manual
• Monitoring of possible discrimination issues
• Gender perspective in the prevention of occupational risks
GE focus and institutional change

27 responses

- More visibility of women in top positions: female rectors, vice-rectors, deans!
- Female role models attract and inspire female students
- Increased gender awareness, GE as a topic and an issue
- Acceptance at top and sub-top policy and executive levels, that gender diversity structurally needs conscious attention
- Work of Gender Equality Officers accepted
- Changing a masculinised university
- Recognizing the stereotypes and moving past them
- Identifying and overcoming sexism
- Positive influence on scientific culture at institutional and personal level, more women bring a different perspective
- General acceptance that gender diversity contributes to innovation, better decision making and better business results
- Slightly Increased percentages of women in different categories: students and staff
- GE as an aspect in rankings: Position in CEWS (Center of Excellence Women and Science) ranking

- Mainly changes of institutional culture, attitudes, perceptions
- Only a few examples of substantial quantitative changes
Next steps

28 replies – some examples

- Action plans together with schools, STEM education for girls!
- Raining awareness about opportunities for women in STEM research & education
- Raising institutional awareness on the role of women in academia, training
- Refining curricula more attractive for women
- Raising awareness on unconscious bias
- Implementing new Gender Equality Plan or Charter
- Follow advanced concept for diversity management implemented with a mixed teams from different parts of the university
- Use EU projects for diagnosis of situation and design corrective measures
- Benchmarking prospects of women in academia
- Improving recruitment: active sourcing
- Raising numbers of women in scientific staff:
  - Female tutors, teaching assistants, post docs, assistant professors
  - Identifying main leaks in the career pipeline
- Networking opportunities for female researchers participation in female professors’ programme
- Specific tenure track programmes
- Support maternity leave, childcare, childcare subsidies, social employer’s contribution
- Monitoring, assessing and updating GEP, Annual gender reporting

➤ More actions towards quantitative change!
Some comments, lessons learned

• Completing the survey a heavy task, too many questions
• Importance of developing talent – GE and female talent as one aspect of human resource development
• *Women tend to gravitate to certain aspects of engineering – rather stress complementarity than GE*
• Need for ongoing work on GE, equal rights, diversity
• More precise definition of data, data comparability!
• Online tool: possibility to save answers, pdf
• Interest in seeing results of the survey
• Repeat survey every two years!
• Thank you for giving this opportunity!
Thank you for your interest!

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